

The Nainital Bank Limited
(Regd. Office: G.B Pant Road, Nainital)
(A Premier Scheduled Commercial Bank & an Associate of Bank of Baroda)

**Invites applications showing 'Expression of Interest'
for Organizational Structure Designing and Long Term Manpower Planning in the Bank**

Nainital Bank intends to have a robust Organizational Structure Designing along with long term Manpower Planning in the Bank. Accordingly, the Bank invites applications from the established firms having sufficient experience and requisite expertise in the said fields to submit their '**Expression of Interest**' besides the detailed approach and methodology of work & timelines on the following '**Scope of Work**':-

- Geographical Position
- Branding & Legacy of the Bank
- Vision document of the Bank for 5 years in terms of
 1. Business Development
 2. Branch Expansion
 3. New Lines of Business proposed
- Technological Innovations and its impact in terms of
 1. New lines of Business
 2. New Products
 3. Straight through Process (STP)
- Organizational structure of the Bank – HO/Corporate
- Organizational structure of Intermediary offices i.e., Regions/ Loan processing Units etc.
- Determination of Specialized Roles/Persons required
- Operational team – required in the Branches.
- Existing Manpower (Cadre wise)
- Proposed Manpower (in line with the Business requirements)
- Promotion policy in line with business requirements
- Attrition Rate
- Self-grooming/skill fine tuning on regular basis
- certification of courses
- Training requirements
- Performance Evaluation Process (System Based)
- Recruitment Rules to be fine-tuned with the organizational needs.
- Feedback system for the employees of the Bank.

The interested firms should submit their detailed proposal including their past experience and expertise in the related fields on or before March 31, 2022 through email at hrm@nainitalbank.co.in

Vice President (HRM)
March 16, 2022